GOVERNMENT OF INDIA
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
LOK SABHA

UNSTARRED QUESTION NO:1680
ANSWERED ON:04.05.2016
Contractual Employees
Chowdhary Shri Pankaj

Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

(a) whether a large number of people are working on various posts in the Government departments on contract basis;

(b) if so, the details thereof;

(c) whether these persons are not paid according to their posts and various facilities available to the Government employees are not provided to them and if so, the reasons therefor;

(d) whether the Government proposes to formulate a policy to provide facilities to the people working on contract basis in various Central Government offices in view of the judgement of the Hon''ble Supreme Court; and

(e) if so, the time by which the Government is likely to take action in this regard?

Answer

Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office. (DR. JITENDRA SINGH)
(a) & (b): No Centralized data regarding such employees working on contract basis in various Ministries Departments is maintained.

(c): Contract is not a regular mode of appointment. A Ministry or Department may outsource certain services in the interest of economy and efficiency and it may prescribe detailed instructions and procedures for this purpose as per basic guideline contained in Rule 178 to 185 of The General Financial Rules(GFRs),2005 and as per extant rules.

Rule 25(2)(iv) of the Contract Labour (Regulation & Abolition) Central Rules, 1971 , stipulates that the rates of wages payable to the contract labour shall not be less than the rates prescribed under Minimum Wages Act, 1948 and for such employment where applicable and where the rates have been fixed by agreement, settlement or award, no less than the rates so fixed.

(d) & (e): Considering the reality of industrial practices as well as the wage security for the contract workers, was under consideration of the Government. After due deliberation, Ministry of Labour have issued a draft Notification for amending Rule 25(2)(iv) of the Contract Labour (Regulation & Abolition) Central Rules, 1971 to give effect to the above stated objective and comments of the stakeholders have been solicited vide Notification No.G.S.R 368(E) dated 30.03.2016. The final notification will accordingly be issued after consideration of the suggestions. Apart from amending the Contract Labour(Regulation & Abolition) Central Rules,1971, the Central Government is also pursuing an amendment to the Minimum Wages Act, 1948.
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